



The Voice of Merit Construction

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To: House Economic Matters Committee
From: Associated Builders & Contractors
RE: HB 1084 - Employee Autoimmune Disorder Protection Act
Position: Unfavorable

Associated Builders and Contractors (ABC) represent more than 1500 construction and construction-related companies through its four Maryland chapters. Our members believe in the tenets of free enterprise, investing in their workforce and giving back to the communities in which they live, work and play.

House Bill 1084 prohibits an employer, including a governmental unit, from requiring an employee to work on site at the employer's workplace if the employee's duties may reasonably be fulfilled at the employee's home and the employee provides documentation that (1) the employee has been diagnosed with an autoimmune disorder or any other qualifying illness, and (2) on-site work or travel to and from the workplace would be unsafe for the employee.

ABC opposes HB 1084; the bill imposes undue burdens on employers by mandating remote work arrangements without considering the operational needs and requirements specific to each workplace. By prohibiting employers from requiring on-site work unless certain medical criteria are met, the bill undermines employers' flexibility in managing their workforce efficiently and effectively. Additionally, the bill fails to adequately define key terms such as "unsafe" and "essential industry," leaving room for ambiguity and potential misuse. Without clear definitions, employers may face difficulties in determining whether their operations fall within the scope of the bill, leading to confusion and potential legal disputes.

ABC appreciates your consideration and, for these reasons, respectfully requests a **unfavorable** report on House Bill 1084.

*Martin "MJ" Kraska
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